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Presidential Documents

Title 3—

The President

Executive Order 12165 of October 9, 1979

Adjustments of Certain Rates of Pay and Allowances

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered as follows:

1-1. *Adjusted Rates of Pay and Allowances.*

1-101. *Statutory Pay Systems.* Pursuant to the provisions of subchapter I of Chapter 53 of Title 5 of the United States Code, the rates of basic pay and salaries are adjusted, as set forth at the schedules attached hereto and made a part hereof, for the following statutory pay systems:

- (a) The General Schedule (5 U.S.C. 5332(a)) at Schedule 1;
- (b) the schedules for the Foreign Service (22 U.S.C. 867 and 870(a)) at Schedule 2;
- (c) the schedules for the Department of Medicine and Surgery, Veterans Administration (38 U.S.C. 4107) at Schedule 3; and
- (d) the rates of basic pay for the Senior Executive Service (5 U.S.C. 5382) at Schedule 4.

1-102. *Pay and Allowances for Members of the Uniformed Services.* Pursuant to the provisions of Section 1009 of Title 37 of the United States Code, the rates of monthly basic pay (37 U.S.C. 203(a) and (c)), the rates of basic allowances for subsistence (37 U.S.C. 402), and the rates of basic allowances for quarters (37 U.S.C. 403(a)) are adjusted, as set forth at Schedule 5 attached hereto and made a part hereof, for members of the uniformed services.

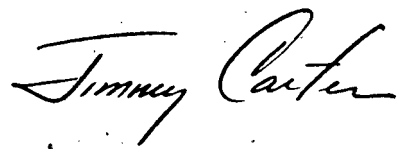
1-103. *Executive Salaries.* The Executive Salary Cost of Living Adjustment Act (89 Stat. 419, 28 U.S.C. 461) provides for adjustments in the rates of pay and salaries as set forth at the schedules attached hereto and made a part hereof, for the following:

- (a) The Vice President (3 U.S.C. 104) and the Executive Schedule (5 U.S.C. 5312-5316) at Schedule 6; and
- (b) Congressional Salaries (2 U.S.C. 31) at Schedule 7.

1-2. *General Provisions*

1-201. *Effective Date.* The adjustments in rates of monthly basic pay and allowances for subsistence and quarters for members of the uniformed services shall be effective on October 1, 1979. All other adjustments of salary or pay shall be effective on the first day of the first applicable pay period beginning on or after October 1, 1979.

1-202. *Superseded Orders.* Executive Order No. 12087 of October 7, 1978, is superseded.



THE WHITE HOUSE,
October 9, 1979.

Part II - The Per Annum Salaries of Foreign Staff Officers and Employees

	1	2	3	4	5	6	7	8	9	10
FSS-01	\$37,067	\$38,303	\$39,539	\$40,775	\$42,011	\$43,247	\$44,483	\$45,719	\$46,955	\$48,191
02	29,375	30,354	31,333	32,312	33,291	34,270	35,249	36,228	37,207	38,186
03	23,687	24,477	25,267	26,057	26,847	27,637	28,427	29,217	30,007	30,797
04	19,451	20,099	20,747	21,395	22,043	22,691	23,339	23,987	24,635	25,283
05	17,403	17,983	18,563	19,143	19,723	20,303	20,883	21,463	22,043	22,623
06	15,580	16,099	16,618	17,137	17,656	18,175	18,694	19,213	19,732	20,251
07	13,954	14,419	14,884	15,349	15,814	16,279	16,744	17,209	17,674	18,139
08	12,503	12,920	13,337	13,754	14,171	14,588	15,005	15,422	15,839	16,256
09	11,206	11,580	11,954	12,328	12,702	13,076	13,450	13,824	14,198	14,572
10	10,049	10,384	10,719	11,054	11,389	11,724	12,059	12,394	12,729	13,064

* Basic pay is limited by Section 5308 of Title 5 of the United States Code to the rate for level V of the Executive Schedule which is \$53,600.

Note 1. The rates payable under this schedule are subject to further adjustment, limitation, or reduction by the Congress.

Note 2. On October 1, 1979, the limitation in Schedule 2 of Executive Order No. 12087, October 7, 1978, changed and for the period October 1, 1979 to the start of the first applicable pay period in fiscal 1980 the following rates of pay were payable:

FSO-01, Steps 1 through 3.....\$50,100
FSO-02, Step 4 48,873
FSO-02, Steps 5 through 7..... 50,100

Schedule 3 - DEPARTMENT OF MEDICINE AND SURGERY SCHEDULES, VETERANS ADMINISTRATION

	Minimum	Maximum
Section 4103 Schedule		
Chief Medical Director	single rate.....	\$73,733***
Deputy Chief Medical Director	single rate.....	70,731**
Associate Deputy Chief Medical Director	single rate.....	67,747*
Assistant Chief Medical Director	single rate.....	65,750*
Medical Director	\$56,099*	63,759*
Director of Nursing Service	56,099*	63,759*
Director of Podiatric Service	47,889	60,657*
Director of Chaplain Service	47,889	60,657*
Director of Pharmacy Service	47,889	60,657*
Director of Dietetic Service	47,889	60,657*
Director of Optometric Service	47,889	60,657*
Physician and Dentist Schedule		
Director grade	47,889	60,637
Executive grade	44,219	57,485*
Chief grade	40,832	53,081
Senior grade	34,713	45,126
Intermediate grade	29,375	38,186
Full grade	24,703	32,110
Associate grade	20,611	26,794
Nurse Schedule		
Director grade	40,832	53,081
Assistant Director grade	34,713	45,126
Chief grade	29,375	38,186
Senior grade	24,703	32,110
Intermediate grade	20,611	26,794
Full grade	17,035	22,147
Associate grade	14,659	19,060
Junior grade	12,531	16,293

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SCHEDULE 1 - THE GENERAL SCHEDULE

	1	2	3	4	5	6	7	8	9	10
GS-1	\$7,210	\$7,450	\$7,690	\$7,930	\$8,170	\$8,410	\$8,650	\$8,890	\$8,902	\$9,126
2	8,128	8,399	8,670	8,902	9,002	9,267	9,532	9,797	10,062	10,327
3	8,952	9,250	9,548	9,846	10,144	10,442	10,740	11,038	11,336	11,634
4	10,049	10,384	10,719	11,054	11,389	11,724	12,059	12,394	12,729	13,064
5	11,243	11,618	11,993	12,368	12,743	13,118	13,493	13,868	14,243	14,618
6	12,531	12,949	13,367	13,785	14,203	14,621	15,039	15,457	15,875	16,293
7	13,925	14,389	14,853	15,317	15,781	16,245	16,709	17,173	17,637	18,101
8	15,423	15,937	16,451	16,965	17,479	17,993	18,507	19,021	19,535	20,049
9	17,035	17,603	18,171	18,739	19,307	19,875	20,443	21,011	21,579	22,147
10	18,760	19,385	20,010	20,635	21,260	21,885	22,510	23,135	23,760	24,385
11	20,611	21,298	21,985	22,672	23,359	24,046	24,733	25,420	26,107	26,794
12	24,703	25,526	26,349	27,172	27,995	28,818	29,641	30,464	31,287	32,110
13	29,375	30,354	31,333	32,312	33,291	34,270	35,249	36,228	37,207	38,186
14	34,713	35,870	37,027	38,184	39,341	40,498	41,655	42,812	43,969	45,126
15	40,832	42,193	43,554	44,915	46,276	47,637	48,998	50,359	51,720	53,081
16	47,889	49,485	51,081	52,677	54,273	55,869	57,465	59,061	60,657	
17	56,099*	57,969*	59,839*	61,709*	63,579*					
18	65,750*									

*Basic pay is limited by Section 5308 of Title 5 of the United States Code to the rate for level V of the Executive Schedule which is \$53,600.

Note 1. The rates payable under this schedule are subject to further adjustment, limitation, or reduction by the Congress.

Note 2. On October 1, 1979, the limitation in Schedule 1 of Executive Order No. 12087, October 7, 1978, changed and for the period October 1, 1979 to the start of the first applicable pay period in fiscal 1980 the following rates of pay were payable:

GS-15, Step 9	\$48,336	GS-16, Steps 5 through 9	\$50,100
GS-15, Step 10	49,608	GS-17, Steps 1 through 5	50,100
GS-16, Step 3	47,740	GS-18	50,100
GS-16, Step 4	49,232		

Schedule 2 - FOREIGN SERVICE SCHEDULES

Part I - The Per Annum Salaries of Foreign Service Officers

	1	2	3	4	5	6	7
FSO-01	\$61,903*	\$63,966*	\$65,750*				
02	47,540	49,125	50,710	\$52,295	\$53,880*	\$55,465*	\$57,050*
03	37,067	38,303	39,539	40,775	42,011	43,247	44,483
04	29,375	30,354	31,333	32,312	33,291	34,270	35,249
05	23,687	24,477	25,267	26,057	26,847	27,637	28,427
06	19,451	20,099	20,747	21,395	22,043	22,691	23,339
07	16,283	16,831	17,374	17,917	18,460	19,003	19,546
08	13,925	14,389	14,853	15,317	15,781	16,245	16,709

Clinical Podiatrist and Optometrist Schedule

Chief grade	\$40,932	\$53,081
Senior grade	34,713	45,126
Intermediate grade	29,375	38,186
Full grade	24,703	32,110
Associate grade	20,611	26,794

* Basic pay is limited by Section 4107(d) of Title 38 of the United States Code to the rate for level V of the Executive Schedule which is \$53,600.

** Basic pay is limited by Section 4107(d) of Title 38 of the United States Code to the rate for level IV of the Executive Schedule which is \$56,500.

*** Basic pay is limited by Section 4107(d) of Title 38 of the United States Code to the rate for level III of the Executive Schedule which is \$59,300.

Note 1. The rates payable under this schedule are subject to further adjustment, limitation, or reduction by the Congress.

Note 2. On October 1, 1979, the limitation in Schedule 3 of Executive Order No. 12087, October 7, 1978, changed and for the period October 1, 1979 to the start of the first applicable pay period in fiscal 1980 the following rates of pay were payable:

	Minimum	Maximum
Section 4103 Schedule		
Chief Medical Director	Single rate.....	\$55,400
Deputy Chief Medical Director	Single rate.....	52,800
Associate Deputy Chief Medical Director	Single rate.....	50,100
Assistant Chief Medical Director	Single rate.....	50,100
Medical Director	\$50,100	50,100
Director of Nursing Service	50,100	50,100
Director of Podiatric Service	44,756	50,100
Director of Chaplain Service	44,756	50,100
Director of Pharmacy Service	44,756	50,100
Director of Dietetic Service	44,756	50,100
Director of Optometric Service	44,756	50,100
Physician and Dentist Schedule		
Director grade	44,756	50,100
Executive grade	41,327	50,100
Chief grade	38,160	49,608
Nurse Schedule		
Director grade	38,160	49,608
Clinical Podiatrist and Optometrist Schedule		
Chief grade	38,160	49,608

Schedule 4 - SENIOR EXECUTIVE SERVICE SCHEDULE

ES-1	\$47,889	ES-4	\$52,884
ES-2	49,499	ES-5	54,662
ES-3	51,164	ES-6	56,500

Note 1. The rates payable under this schedule are subject to further adjustment, limitation, or reduction by the Congress or the President.

Note 2. From October 1, 1979 to the start of the first applicable pay period in fiscal 1980, the following rates of pay, which were established in the President's memorandum of March 7, 1979, were payable:

ES-1	\$44,756	ES-4	\$50,100
ES-2	46,470	ES-5	51,450
ES-3	48,250	ES-6	52,800

Schedule 5 - PAY AND ALLOWANCES OF THE UNIFORMED SERVICES
Part I - Monthly Basic Pay
 (Years of service computed under 37 U.S.C. 205)

Commissioned Officers

<u>Pay Grade</u>	<u>2 or less</u>	<u>Over 2</u>	<u>Over 3</u>	<u>Over 4</u>	<u>Over 6</u>	<u>Over 8</u>	<u>Over 10</u>	<u>Over 12</u>
O-10 ¹	\$3529.80	\$3654.00	\$3654.00	\$3654.00	\$3654.00	\$3794.10	\$3794.10	\$4094.80
O-9	3128.40	3210.60	3278.70	3278.70	3278.70	3362.40	3362.40	3501.90
O-8	2833.50	2918.40	2987.70	2987.70	2987.70	3210.60	3210.60	3362.40
O-7	2354.40	2514.60	2514.60	2514.60	2627.10	2627.10	2779.80	2779.80
O-6	1745.10	1917.60	2042.70	2042.70	2042.70	2042.70	2042.70	2042.70
O-5	1395.90	1639.20	1752.30	1752.30	1752.30	1752.30	1805.70	1902.30
O-4	1176.60	1432.20	1528.20	1528.20	1556.10	1625.40	1736.10	1833.90
O-3 ²	1093.50	1222.20	1306.50	1445.70	1514.70	1569.60	1653.90	1736.10
O-2 ²	953.10	1041.30	1250.70	1293.00	1319.70	1319.70	1319.70	1319.70
O-1 ²	827.40	861.30	1041.30	1041.30	1041.30	1041.30	1041.30	1041.30

<u>Pay Grade</u>	<u>Over 14</u>	<u>Over 16</u>	<u>Over 18</u>	<u>Over 20</u>	<u>Over 22</u>	<u>Over 26</u>	<u>Over 30</u>
O-10 ¹	\$4084.80	\$4377.00	\$4377.00	\$4669.80*	\$4669.80*	\$4961.10*	\$4961.10*
O-9	3501.90	3794.10	3794.10	4084.80	4084.80	4377.00	4377.00
O-8	3362.40	3501.90	3654.00	3794.10	3946.20	3946.20	3946.20
O-7	2918.40	3210.60	3431.10	3431.10	3431.10	3431.10	3431.10
O-6	2112.00	2446.50	2571.60	2627.10	2779.80	3014.70	3014.70
O-5	2029.50	2181.60	2307.00	2376.60	2459.70	2459.70	2459.70
O-4	1917.60	2001.30	2057.10	2057.10	2057.10	2057.10	2057.10
O-3 ²	1778.70	1778.70	1778.70	1778.70	1778.70	1778.70	1778.70
O-2 ²	1319.70	1319.70	1319.70	1319.70	1319.70	1319.70	1319.70
O-1 ²	1041.30	1041.30	1041.30	1041.30	1041.30	1041.30	1041.30

1. While serving as Chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Naval Operations, Chief of Staff of the Air Force, or Commandant of the Marine Corps, basic pay for this grade is \$5473.80* regardless of cumulative years of service computed under Section 205 of Title 37 of the United States Code.

2. Does not apply to commissioned officers who have been credited with over 4 years' active service as enlisted members.

* Basic pay is limited by Section 5308 of Title 5 of the United States Code to the rate for level V of the Executive Schedule which is \$4,466.40 per month.

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(Years of service computed under 37 U.S.C. 205)

Pay Grade	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14
O-3	\$1445.70	\$1514.70	\$1569.60	\$1653.90	\$1736.10	\$1805.70
O-2	1293.00	1319.70	1361.70	1432.20	1487.40	1528.20
O-1	1041.30	1112.10	1153.20	1194.90	1236.60	1293.00

Pay Grade	Over 15	Over 18	Over 20	Over 22	Over 25	Over 30
O-3	\$1805.70	\$1805.70	\$1805.70	\$1805.70	\$1805.70	\$1805.70
O-2	1528.20	1528.20	1528.20	1528.20	1528.20	1528.20
O-1	1293.00	1293.00	1293.00	1293.00	1293.00	1293.00

Warrant Officers

(Years of service computed under 37 U.S.C. 205)

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12
W-4	\$1113.90	\$1194.90	\$1194.90	\$1222.20	\$1278.00	\$1334.40	\$1390.20	\$1487.40
W-3	1012.50	1098.30	1098.30	1112.10	1125.30	1207.50	1278.00	1319.70
W-2	886.80	959.10	959.10	987.00	1041.30	1098.30	1139.70	1181.40
W-1	738.90	847.20	847.20	917.70	959.10	1000.50	1041.30	1094.20

Pay Grade	Over 14	Over 16	Over 18	Over 20	Over 22	Over 26	Over 30
W-4	\$1556.10	\$1611.30	\$1653.90	\$1707.90	\$1765.20	\$1902.30	\$1902.30
W-3	1361.70	1402.50	1445.70	1501.50	1556.10	1611.30	1611.30
W-2	1222.20	1265.10	1306.50	1347.90	1402.50	1402.50	1402.50
W-1	1125.30	1166.70	1207.50	1250.70	1250.70	1250.70	1250.70

Enlisted Members

(Years of service computed under 37 U.S.C. 205)

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12
E-9 ¹	\$0	\$0	\$0	\$0	\$0	\$0	\$1265.40	\$1294.20
E-8	0	0	0	0	0	1061.70	1091.40	1120.50
E-7	741.30	800.10	829.80	858.60	888.30	916.20	945.60	975.00
E-6	640.20	698.10	727.20	757.80	786.00	814.80	844.80	889.30
E-5	562.20	611.70	641.40	669.30	713.10	742.20	771.90	800.10
E-4	540.30	570.60	603.90	651.00	676.80	676.80	676.80	676.80
E-3	519.60	548.10	570.30	592.80	592.80	592.80	592.80	592.80
E-2	500.10	500.10	500.10	500.10	500.10	500.10	500.10	500.10
E-1	448.80	448.80	448.80	448.80	448.80	448.80	448.80	448.80

Pay Grade	Over 14	Over 16	Over 18	Over 20	Over 22	Over 26	Over 30
E-9 ¹	\$1323.60	\$1354.20	\$1384.20	\$1411.20	\$1485.60	\$1629.60	\$1629.60
E-8	1149.90	1179.90	1207.20	1236.90	1309.50	1455.60	1455.60
E-7	1019.10	1047.90	1077.60	1091.40	1164.90	1309.50	1309.50
E-6	916.20	945.60	960.00	960.00	960.00	960.00	960.00
E-5	814.80	814.80	814.80	814.80	814.80	814.80	814.80
E-4	676.80	676.80	676.80	676.80	676.80	676.80	676.80
E-3	592.80	592.80	592.80	592.80	592.80	592.80	592.80
E-2	500.10	500.10	500.10	500.10	500.10	500.10	500.10
E-1	448.80	448.80	448.80	448.80	448.80	448.80	448.80

1. While serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy or Coast Guard, Chief Master Sergeant of the Air Force, or Sergeant Major of the Marine Corps, basic pay for this grade is \$1930.90 regardless of cumulative years of service computed under Section 205 of Title 37 of the United States Code.

Part II - Basic Allowance for Subsistence Rates

Officers:	\$67.21 per month
Enlisted Members:	
When on leave or authorized to mess separately:	\$ 3.21 per day
When rations in-kind are not available:	\$ 3.62 per day
When assigned to duty under emergency conditions where no messing facilities of the United States are available:	\$ 4.79 per day

Part III - Monthly Basic Allowance for Quarters Rates

<u>Pay Grade</u>	<u>Without Dependents</u>		<u>With Dependents</u>
	<u>Full Rate 1</u>	<u>Partial Rate 2</u>	
<u>Commissioned Officers</u>			
O-10	\$383.10	\$50.70	\$479.10
O-9	383.10	50.70	479.10
O-8	383.10	50.70	479.10
O-7	383.10	50.70	479.10
O-6	343.80	39.60	419.40
O-5	316.80	33.00	381.60
O-4	282.30	26.70	340.50
O-3	248.10	22.20	306.30
O-2	215.40	17.70	272.70
O-1	168.00	13.20	219.00
<u>Warrant Officers</u>			
W-4	\$271.80	\$25.20	\$328.20
W-3	242.40	20.70	298.80
W-2	210.90	15.90	268.20
W-1	190.50	13.80	246.60
<u>Enlisted Members</u>			
E-9	\$205.20	\$18.60	\$298.60
E-8	189.00	15.30	266.70
E-7	160.80	12.00	248.10
E-6	146.10	9.90	228.30
E-5	140.40	8.70	209.70
E-4	123.90	8.10	184.50
E-3	110.70	7.80	160.80
E-2	97.80	7.20	160.80
E-1	92.40	6.90	160.80

1. Payment of the full rate of basic allowance for quarters at these rates for members of the uniformed services to personnel without dependents is authorized by 37 U.S.C. 403 and Part IV of Executive Order No. 11157, as amended.

2. Payment of the partial rate of basic allowance for quarters at these rates to members of the uniformed services without dependents who, under 37 U.S.C. 403(b) or 403(c), are not entitled to the full rate of basic allowance for quarters, is authorized by 37 U.S.C. 1009(d) and Part IV of Executive Order No. 11157, as amended.

Part IV - Monthly Rate of Cadet or Midshipman Pay

The rate of monthly cadet or midshipman pay authorized by Section 203(c) of Title 37 of the United States Code is adjusted from \$351.00 to \$375.60.

Note. The rates payable under this schedule are subject to further adjustment, limitation, or reduction by the Congress.

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Schedule 6 - VICE PRESIDENT AND THE EXECUTIVE SCHEDULE

Vice President	\$84,700	Level III	\$59,300
Level I	74,500	Level IV	56,500
Level II	65,000	Level V	53,600

Note 1. The rates payable under this schedule are subject to further adjustment, limitation, or reduction by the Congress.

Note 2. On October 1, 1979 the limitation in Schedule 5 of Executive Order 12087, October 7, 1978, changed and for the period October 1, 1979 to the start of the first applicable pay period in fiscal 1980 the following rates of pay were payable:

Vice President	\$79,100	Level III	\$55,400
Level I	69,600	Level IV	52,800
Level II	60,700	Level V	50,100

Schedule 7 - CONGRESSIONAL SALARIES

Senator	\$65,000
Member of the House of Representatives	63,000
Delegate to the House of Representatives	63,000
Resident Commissioner from Puerto Rico	65,000
President pro tempore of the Senate	73,400
Majority leader and minority leader of the Senate	73,400
Majority leader and minority leader of the House of Representatives	73,400
Speaker of the House of Representatives	84,700

Note. The rates payable under this schedule are subject to further adjustment, limitation, or reduction by the Congress.

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